

## Message Text

LIMITED OFFICIAL USE

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45

ACTION AF-18

INFO OCT-01 ADP-00 CIAE-00 COME-00 EB-11 INR-10 LAB-06

NSAE-00 RSC-01 SIL-01 DODE-00 PM-09 H-02 L-03 NSC-10

PA-03 PRS-01 SS-15 USIA-12 RSR-01 /104 W

----- 114350

R 191335 Z APR 73

FM AMCONSUL JOHANNESBURG

TO SECSTATE WASHDC 2751

INFO AMCONSUL CAPE TOWN

AMCONSUL DURBAN

AMEMBASSY PRETORIA

LIMITED OFFICIAL USE JOHANNESBURG 0326

CAPE TOWN ALSO FOR EMBASSY

E. O. 11652: N/ A

TAGS: ELAB, SF

SUBJ: EMPLOYMENT PRACTICES PAPER

REF: A) STATE 66608; B) STATE 67625; C) PRETORIA 1209

1. ONLY REACTION TO EMPLOYMENT PRACTICES PAPER WHICH CONGEN RECEIVED TO DATE HAS BEEN FROM AMERICAN MANAGING DIRECTOR OF ONE OF LARGEST US FIRMS OPERATING IN SA. WHILE EXPRESSING AGREEMENT WITH REPORTED CONTENTS OF PAPER, HE CONCERNED THAT SA PRESS COVERAGE OF IT WOULD HAVE DAMAGING EFFECT. SPECIFICALLY, HE FELT THAT MANNER IN WHICH PAPER REPORTED WOULD RAISE EXPECTATIONS AMONG AFRICAN WORKERS THAT COULD NOT BE MET IMMEDIATELY. HE ALSO FEARED THAT PAPER WOULD CAUSE PROBLEMS FOR AMERICAN COMPANIES WITH SA FIRMS.

2. CONGEN ANTICIPATES LARGE DEMAND FOR PAPER FROM JOHANNESBURG-BASED AMERICAN FIRMS AND REQUESTS DEPARTMENT POUCH ADDITIONAL 100 COPIES TO POST, OVER AND ABOVE NUMBER SENT TO PRETORIA.

3. RE NEWSOM TESTIMONY REPORTED PARA 1, REF A, IT IS TRUE THAT

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NO MINIMUM EFFECTIVE LEVEL OR POVERTY DATUM LINE HAS BEEN  
ESTABLISHED BY SAG. HOWEVER, THERE IS A SYSTEM OF MINIMUM WAGES  
DETERMINED EITHER BY INDUSTRIAL COUNCILS UNDER INDUSTRIAL  
CONCILIATION ACT OF 1956 AS AMENDED OR, IN INDUSTRIES NOT COVERED  
BY INDUSTRIAL COUNCILS, BY MINISTER OF LABOR ON RECOMMENDATIONS  
OF WAGE BOARD, A STATUTORY BODY SET UP BY WAGE ACT OF 1957. IN  
FIXING MINIMUM WAGES, INDUSTRIAL COUNCILS AND WAGE BOARD  
UNDOUBTEDLY TAKE INTO CONSIDERATION, INTER ALIA, POVERTY DATUM  
LINE AS DETERMINED BY UNOFFICIAL ORGANIZATIONS, BUT THEY ARE  
CLEARLY NOT REQUIRED TO SET MINIMUM WAGES IN ANY PARTICULAR  
INDUSTRY AT OR ABOVE THIS LINE. DECONTROL FOLLOWING JUNE 30, 1973.  
LUTKINS

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\*\*\* Current Handling Restrictions \*\*\* n/a

\*\*\* Current Classification \*\*\* LIMITED OFFICIAL USE

## Message Attributes

**Automatic Decaptioning:** X  
**Capture Date:** 01 JAN 1994  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** n/a  
**Control Number:** n/a  
**Copy:** SINGLE  
**Draft Date:** 19 APR 1973  
**Decaption Date:** 01 JAN 1960  
**Decaption Note:**  
**Disposition Action:** RELEASED  
**Disposition Approved on Date:**  
**Disposition Authority:** garlanwa  
**Disposition Case Number:** n/a  
**Disposition Comment:** 25 YEAR REVIEW  
**Disposition Date:** 28 MAY 2004  
**Disposition Event:**  
**Disposition History:** n/a  
**Disposition Reason:**  
**Disposition Remarks:**  
**Document Number:** 1973JOHANN00326  
**Document Source:** CORE  
**Document Unique ID:** 00  
**Drafter:** n/a  
**Enclosure:** n/a  
**Executive Order:** n/a  
**Errors:** n/a  
**Film Number:** n/a  
**From:** JOHANNESBURG  
**Handling Restrictions:** n/a  
**Image Path:**  
**ISecure:** 1  
**Legacy Key:** link1973/newtext/t19730452/aaaaixxt.tel  
**Line Count:** 80  
**Locator:** TEXT ON-LINE  
**Office:** ACTION AF  
**Original Classification:** LIMITED OFFICIAL USE  
**Original Handling Restrictions:** n/a  
**Original Previous Classification:** n/a  
**Original Previous Handling Restrictions:** n/a  
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**Previous Classification:** LIMITED OFFICIAL USE  
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**Reference:** 73 STATE 66608, 73 STATE 67625, 73 PRETORIA 1209  
**Review Action:** RELEASED, APPROVED  
**Review Authority:** garlanwa  
**Review Comment:** n/a  
**Review Content Flags:**  
**Review Date:** 11 JAN 2002  
**Review Event:**  
**Review Exemptions:** n/a  
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**Review Transfer Date:**  
**Review Withdrawn Fields:** n/a  
**Secure:** OPEN  
**Status:** <DBA CORRECTED> gwr 980203  
**Subject:** EMPLOYMENT PRACTICES PAPER  
**TAGS:** ELAB, SF  
**To:** AF  
CAPE TOWN  
DURBAN  
PRETORIA  
SECSTATE WASHDC  
**Type:** TE  
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